



THE INTERNATIONAL SCHOOL
OF MOSCOW

A NORD ANGLIA EDUCATION SCHOOL



RECRUITMENT BROCHURE



PRINCIPAL'S WELCOME



It is with great joy and enthusiasm that I extend a warm welcome to all potential colleagues as the Principal of The International School of Moscow. We are fortunate to be part of the Nord Anglia Education group, a growing network of schools established across the globe.

Choosing your next school is an important decision and at The International School of Moscow, we recognise the enormity of this choice. We take great pride in ensuring the application process is as personalised as possible, so if you are interested in our school, we encourage you to apply.

Many of our classroom teachers are either qualified in the United Kingdom or have experience of working in UK schools. All our teachers receive up-to-date training to ensure that our standards are always high. Continued Professional Development is at the core of our school, whether this is internal or external training or as part of Nord Anglia University, which is Nord Anglia's bespoke professional development platform. Our teachers have access to incredible courses as they progress through their career. Middle Leaders, Senior Leaders, aspiring Principals and even a master's degree with King's College are on offer through NAU, giving ISM staff the skills they need to stay at the forefront of education.

Our school offers a deep commitment to nurturing a holistic educational environment that promotes excellence, empathy, and innovation. Our overarching goal is to empower every student to unlock their full potential and become confident, compassionate, and responsible global citizens. Equally important is the cultivation of character and values. We firmly believe in the power of kindness, integrity, and respect. Our school achieves outstanding GCSE and A-Level results year-on-year, often outperforming UK private schools.

Staff Retention is often over 90% with many teachers having worked in the school for over ten years. Our team is comprised of individuals from diverse backgrounds, cultures, and age groups, enriching our school community with a wealth of perspectives and experiences.

We hope that this brochure gives you an insight into life in Moscow and what it would be like to work at The International School of Moscow. We love our school and we think you will too!

Very best wishes,

A handwritten signature in white ink, appearing to read 'Chris Charlton', written in a cursive style.

Mr Chris Charlton
Principal

THE INTERNATIONAL SCHOOL OF MOSCOW

The International School of Moscow (ISM) provides an outstanding International education for children aged from 2 to 18. Since our foundation in 2007, we have acted as a hub for Moscow's international community. Today, we are proud to be home to hundreds of families from all around the world.

From Pre-Nursery to Year 13, we make sure that every student is supported, challenged, and inspired to unlock their full potential. Thanks to our high levels of personalised care, exceptional teachers, and rich extra-curricular programme, our students leave us as well-rounded, resilient individuals ready to thrive in an ever-changing world.

Graded 'excellent' in all areas by the Independent Schools Inspectorate, we pride ourselves on our students' academic, sporting, and creative successes. Every year, our world-renowned bespoke programme based on the English National Curriculum prepares our students to study at top 100 universities across the globe.





As a member of the Nord Anglia Education family of premium schools, our international school in Russia is renowned for an exceptional education and caring international community, which enables every child to achieve success.

ISM'S THREE PROMISES TO PARENTS ARE

1

OUTSTANDING INTERNATIONAL EDUCATION

ISM students receive an exceptional British education which results in them entering the world's best universities

CREATE YOUR FUTURE

Students graduate from ISM with everything they need for success, whatever they choose to be or do in life.

2

3

SUPERB PASTORAL CARE

Students at ISM will develop in a secure and caring environment with the highest levels of personalised support. The safety and support our school provides allows our students to flourish in their education.





OUR KRYLATSKOE CAMPUS

Spanning Nursery through to Year 13, our Krylatskoe Campus is situated on the site of a former Olympic Park, with stunning natural surrounds and world-class sports facilities.



OUR ROSINKA CAMPUS

Home to Pre-Nursery children through to Year Six, our Rosinka Campus is located in a picturesque residential community, which is a hub for international families in Moscow.

STAFF TESTIMONIALS



I feel very privileged to have worked and developed my career over 16 years at the International School of Moscow. After arriving as a young teacher finding my way, I now serve as a Head of Campus and Senior Leader. We have cultivated a real community type of atmosphere over the years, where the parents show gratitude for our hard work, and staff and leadership are quick to support one another. The school has pushed and challenged me to grow constantly during my time here, to the point where I am exceptionally proud of the professional and person that I have grown to become. With such a team around me, I feel capable of tackling any challenge and innovating new elements of education.

Justin Noack, Head of Krylastkoe Lower Campus

Having lived and worked in Moscow and at ISM for the past 10 years, I have seen a lot of change and I have changed a lot too. One thing, however, has remained consistent and that is being surrounded by people who genuinely care. I have met leaders who care about my professional development, colleagues who care about the children we teach and friends who care about me as a human being. I am grateful to have progressed in my career and been given opportunities that would not have come up in other schools. I will always be grateful for my time at ISM and the amazing people I have met.

Maree Spence, Head of Student Support - Krylatskoe Lower Campus



Hi there! I am currently in my second year at the International School of Moscow and very much enjoy leading our talented and hardworking Secondary English department. I relish each and every day at ISM, educating enthusiastic and intelligent students across all ages. I have lived and worked in several different cities across this vast land, but I can honestly say that ISM ticks all the boxes I need to be a happy and motivated teacher, and I look forward to this experience lasting many years into the future. However, it is not only school life that has kept me in Russia for over a decade - I thoroughly enjoy living in this most historical of countries, and its capital Moscow has everything you would expect from a major European city. Moving to Russia in 2011 was never meant to be life-changing, but it most certainly has been, and I truly call this place 'home' now, as do many others who have followed a similar path.

Paul Curry, Head of English and Drama - Krylatskoe Upper Campus





I have had the privilege of being part of The International School of Moscow for over a decade now, starting as an Assistant Teacher. The school gave me the opportunity to pursue my PGCE, following which I worked as a Primary School teacher for several years before transitioning to the role of Head of Department for Student Support for Secondary. The school has been instrumental in fostering my professional growth, providing ample opportunities for advancement. As a parent, seeing my two children thrive academically, in sports, and music within the same institution fills me with immense pride. Working here has not only shaped my career but also afforded my children a well-rounded education, making me feel deeply fortunate and proud.

**Roshini Mordani, Head of Student Support
- Krylatskoe Upper Campus**

In the two years that they have lived in Moscow, Roy and Angela have been teachers at ISM, and their grandson Cameron, has attended the School as a KS4 student:

"When we first arrived, the unwavering commitment to care provided by HR and the Leadership Team was outstanding - ensuring that we were happy with our accommodation, that we had all the tools required to complete our roles as Science and Humanities teachers, and that Cameron was mentored by a student from his year group. After our first year exploring Moscow city, its cultural landmarks and historic treasures, we were offered an opportunity to move into a family home in the Moscow countryside, where we are very happy. The ISM family, composed of its students and their parents, the teachers, Leadership Team and support staff are exactly that: A Family. Everyone is here because of one shared goal: Empowering our students - both academically and socially, for life in a global community. We love our peaceful lives here in Moscow and are excited for the future of its development."

**Roy and Angela Fisher, History Teacher and
Science Teacher - Krylatskoe Upper Campus**



Living in Moscow and working at ISM almost since the start (17 years) has been an exhilarating experience. The school has always been my second family, the sense of community and at the same time the professionalism has helped me feel at home in Moscow. My colleagues, many who have stayed on at ISM, we all help each other in and out of school. Being a major capital city, Moscow has lots to offer as well. Art, music, culture, restaurants- there is always something different to experience. I love my life in Moscow!

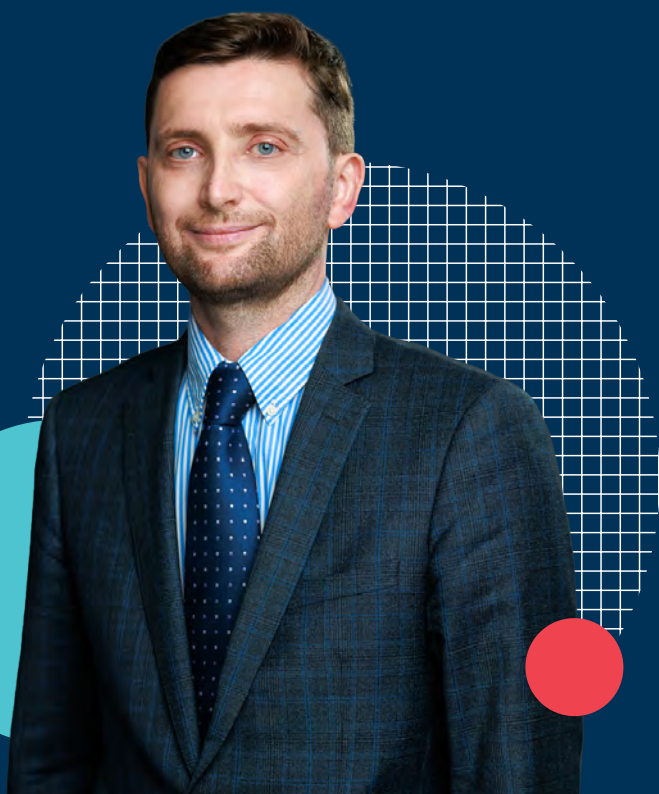
**Pratibha Arora, Primary Teacher -
Krylatskoe Upper Campus**



I joined The International School of Moscow in 2012 as a Year 1 teacher and immediately found the school environment to be warm and welcoming. What truly stands out in my experience at The International School of Moscow is its unwavering commitment to professional development and career advancement. The school's emphasis on continuous training and growth facilitated my progression from a Year 1 teacher to the role of Assistant Head of Primary and finally to my current role as Head of Rosinka Campus. This supportive environment not only nurtured my professional skills but also instilled in me a profound sense of belonging and purpose within the school community.

Moscow is an incredible city to live in, offering a vibrant and family-friendly environment. With my son enrolled in the school and thoroughly enjoying all aspects of school life, and with countless museums, parks, and restaurants to explore every weekend, Moscow has become more than just a workplace—it's a fascinating and welcoming city that we are proud to call home.

Steve Coburn, Head of Rosinka Campuses



CAREER DEVELOPMENT AND BENEFITS

A career with ISM offers all the opportunities associated with a dynamic, global organisation. We offer an excellent salary and benefits package, including housing, international medical cover, annual flight allowance and bursaries for accompanying children.

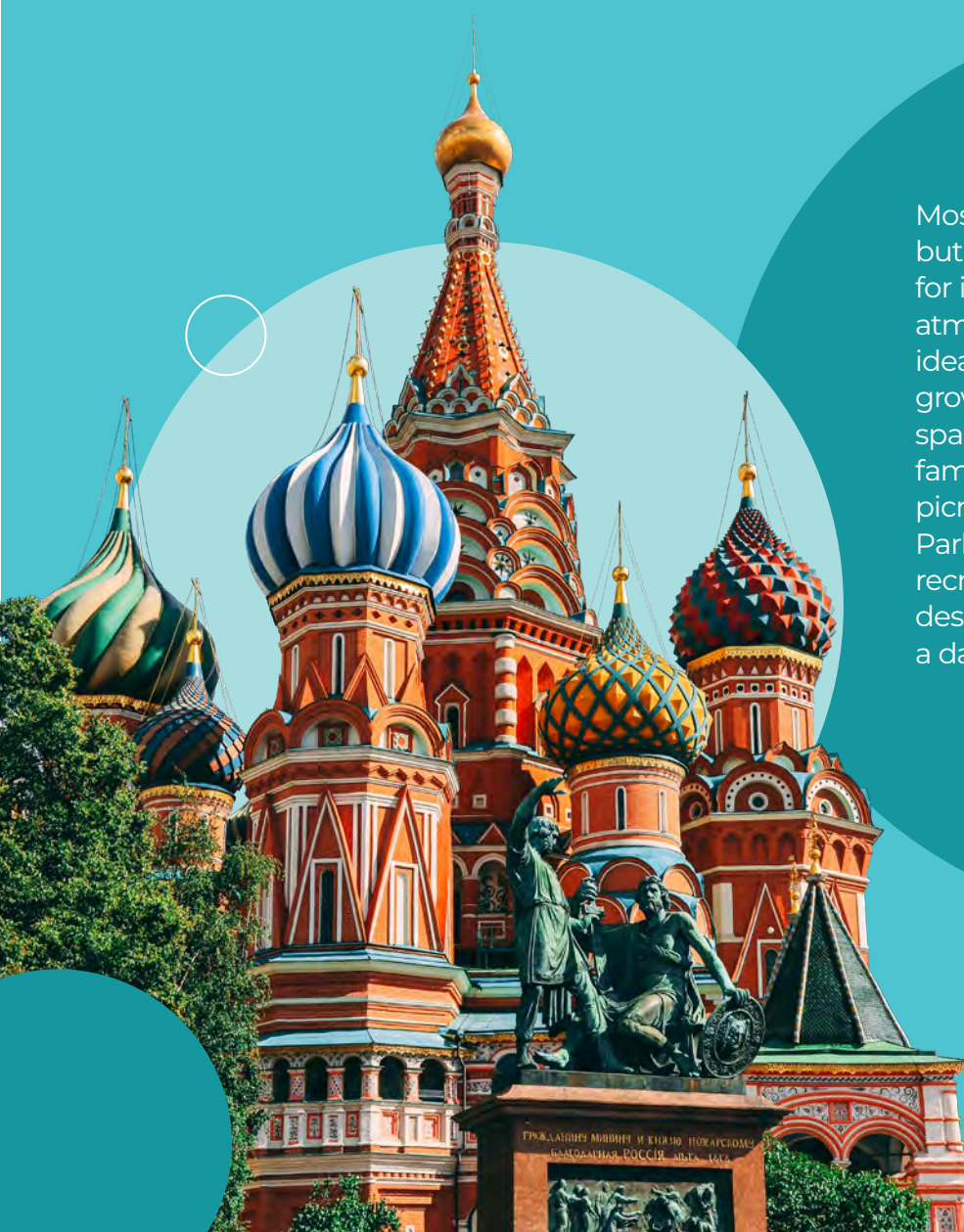
Through Nord Anglia University, Nord Anglia's bespoke professional development platform, our teachers have access to incredible courses as they progress through their career. Middle Leaders, Senior Leaders, aspiring Principals and even a master's degree with King's College are on offer through NAU, giving ISM staff the skills they need to stay at the forefront of education.



DISCOVER THE HEART OF RUSSIA: MOSCOW

Welcome to Moscow, a city where history and modernity converge to create an enchanting tapestry of culture, grandeur, and innovation. Nestled along the banks of the Moskva River, Moscow stands as the vibrant capital of Russia, offering a captivating blend of iconic landmarks, rich traditions, and dynamic urban life.

As you traverse the bustling streets, you'll be greeted by the impressive silhouette of the Kremlin, an architectural masterpiece that has witnessed centuries of history unfold. Immerse yourself in the echoes of the past as you explore the Red Square, a historic square at the heart of the city, surrounded by iconic structures such as St. Basil's Cathedral and the State Historical Museum.

A vibrant, stylized illustration of St. Basil's Cathedral in Moscow, featuring its iconic multi-colored onion domes and intricate facade. The cathedral is set against a light blue circular backdrop. In the foreground, a bronze statue of a man and a woman is visible. The overall design includes decorative elements like a white circle on the left, a red circle on the right, and a pattern of white diagonal lines in the bottom right corner.

Moscow is not only a city of history but also a haven for families. Known for its safety and family-friendly atmosphere, Moscow provides an ideal environment for children to grow and thrive. Parks and green spaces dot the cityscape, inviting families to enjoy leisurely strolls, picnics, and outdoor activities. Gorky Park, with its expansive lawns and recreational facilities, is a popular destination for families seeking a day of fun and relaxation.

For a taste of local life, families can explore markets like Izmailovsky Market, where artisans showcase their crafts, and the atmosphere is both lively and welcoming. Moscow's culinary scene also caters to all tastes, making it easy for families to find delightful and diverse dining options, from traditional Russian fare to international cuisine.

As the sun sets, Moscow transforms into a city of lights, and family-friendly entertainment abounds. The Moscow Circus, with its dazzling performances, promises an enchanting experience for both young and old alike. Additionally, the city's museums and educational attractions provide enriching experiences for curious minds, making Moscow an exceptional place for children to learn and grow.

Whether you're captivated by the history embedded in every cobblestone or drawn to the cosmopolitan energy that pulses through its veins, Moscow promises an unforgettable journey. Join us as we invite you to unravel the layers of this multifaceted city, where every corner tells a story, and the spirit of Russia comes to life in a symphony of culture and modernity. Welcome to Moscow – where the past meets the present, and every moment is an adventure waiting to unfold. Explore, experience, and create lasting memories with your loved ones in this safe and family-friendly metropolis.



FIVE MUST-VISIT PLACES IN MOSCOW

GUM DEPARTMENT STORE



Nestled on Red Square, the GUM department store is not just a shopping destination but an architectural marvel. Dating back to the 19th century, its glass-roofed halls house a mix of high-end boutiques and traditional Russian stores, offering a shopping experience unlike any other.

KOLOMENSKOYE



Escape the urban hustle and step into the tranquility of Kolomenskoye, a former royal estate. This open-air museum features ancient wooden architecture, including the renowned Church of the Ascension. Explore lush gardens, enjoy panoramic views of the Moskva River, and delve into the serenity of this historical gem.

VDNKH EXHIBITION CENTER



A testament to Soviet grandeur, VDNKh is a vast exhibition center showcasing achievements in industry, agriculture, and technology. Wander through pavilions, marvel at the iconic Worker and Kolkhoz Woman statue, and experience the vibrant energy of this cultural hub.

NOVODEVICHY CONVENT



A UNESCO World Heritage Site, the Novodevichy Convent is a masterpiece of Russian architecture. Surrounded by a tranquil pond, this historic complex includes a stunning cathedral, charming churches, and a cemetery where famous Russians, including Boris Yeltsin and Nikita Khrushchev, are laid to rest.

SPARROW HILLS (VOROBYOVY GORY)



For panoramic views of Moscow, head to Sparrow Hills. Overlooking the city from the Moscow State University, this elevated vantage point offers a breathtaking panorama of the skyline, the winding Moskva River, and the distant cityscape—a perfect spot for memorable photographs.



FLIGHT DESTINATIONS

Living in the capital of Russia opens interesting and exciting holiday options. From Moscow, there are direct flights to fantastic destinations, including:



AND MANY MORE...

COST OF LIVING COMPARISON

As you embark on this exciting journey, we understand that moving to a new country is a significant decision. To help you visualise the differences in prices between the UK and Moscow, we have prepared a simple price comparison guide for common items and services.

UK		Moscow
£1.85	Loaf of bread	£0.50
£1.50	A litre of petrol	£0.50
£7	Average fast-food meal	£3.80
£1.20	A litre of Milk	£0.80
£4.50	A beer in a pub	£3.50
£17	A 20-minute taxi ride	£6
£1200-1400	Utility bills (annual) for a 2-bedroom apartment	£550
£30	Monthly home internet bill	£6 for high-speed internet
£30	Monthly mobile phone bill	£5 for unlimited data and calls
£290,000	Average House Price	£86,000
£50	Dentists check up	£30

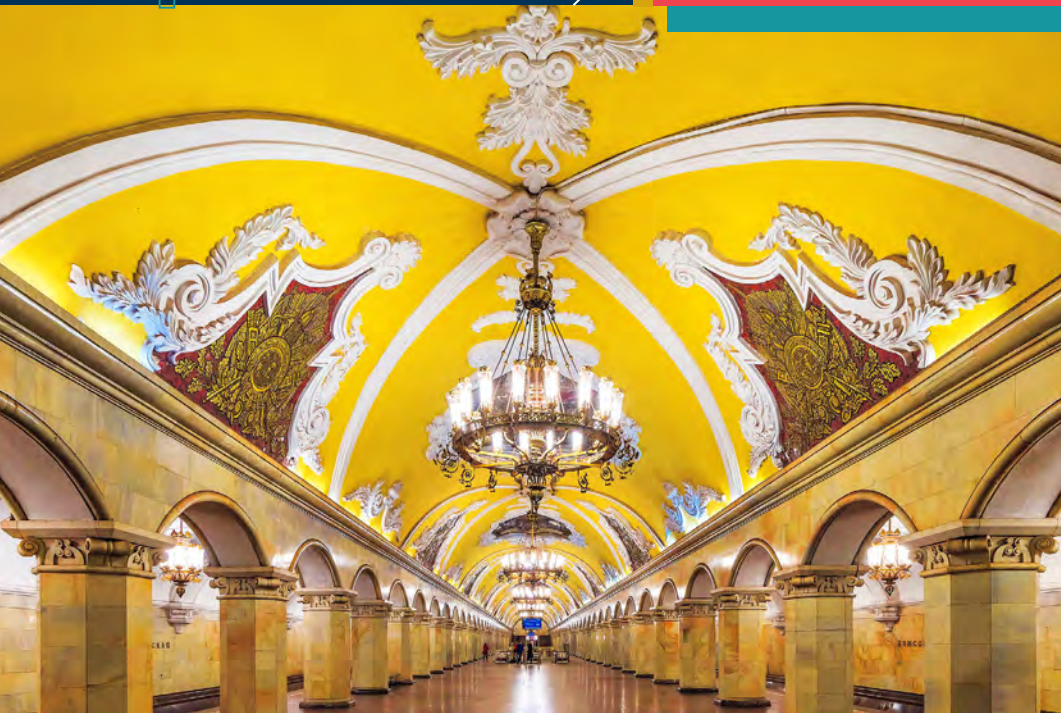


FIVE FASCINATING FACTS ABOUT MOSCOW

1



MOSCOW'S METRO SYSTEM



Moscow boasts one of the world's most extensive and beautiful metro systems, known for its stunning architecture, intricate mosaics, and ornate chandeliers. Some stations, like Komsomolskaya and Mayakovskaya, resemble underground palaces, reflecting the Soviet era's grandeur and artistic vision.

2



THE KREMLIN

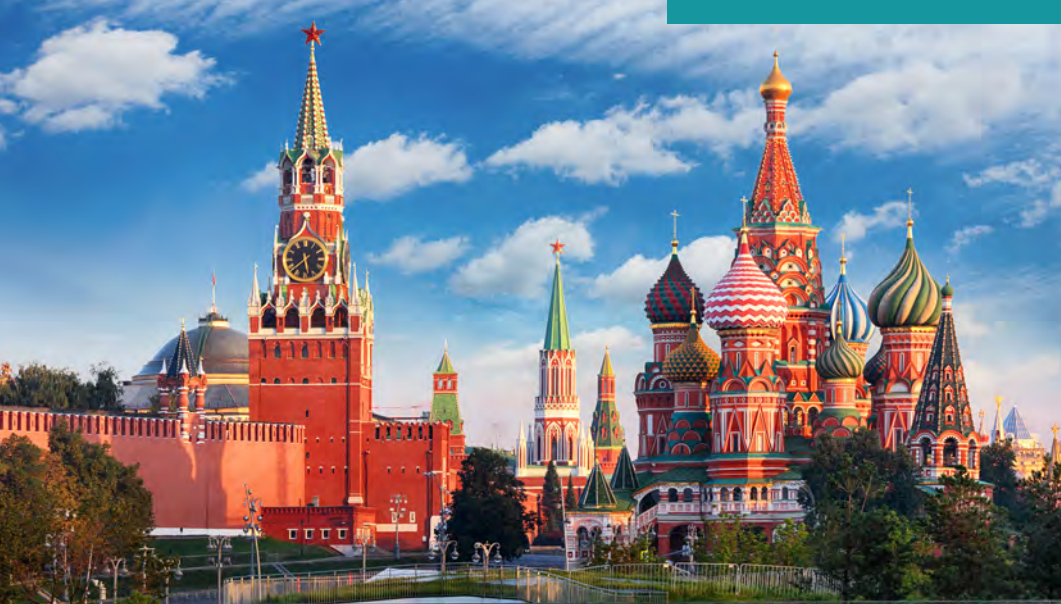


At the heart of Moscow lies the iconic Kremlin, a fortified complex that serves as the official residence of the President of Russia. It encompasses several palaces, cathedrals, and historic buildings, including the Grand Kremlin Palace and the Assumption Cathedral, which are prime examples of Russian architecture and history.

3



RED SQUARE



Red Square, a UNESCO World Heritage Site, is one of Moscow's most famous landmarks, renowned for its historical and cultural significance. It has been a focal point for major events throughout Russian history, including military parades, political demonstrations, and public celebrations. St. Basil's Cathedral, with its colourful onion domes, is a striking architectural gem located at one end of the square.

4



THE BOLSHOI THEATRE



Moscow is home to the legendary Bolshoi Theatre, one of the world's most prestigious opera and ballet companies. Established in 1776, the Bolshoi has a rich history and has staged countless renowned performances, showcasing the talents of some of the finest artists, composers, and dancers in the world.

5



RUSSIAN COSMONAUTICS MUSEUM



Moscow is deeply intertwined with space exploration history. The Cosmonautics Museum, located in the northern part of the city, houses an extensive collection of artifacts, spacecraft models, and memorabilia related to Russia's achievements in space exploration. Visitors can learn about the groundbreaking missions of Yuri Gagarin, the first human to journey into outer space, and other significant milestones in space exploration achieved by Russian cosmonauts.

CANDIDATE EMPLOYEE JOURNEY MAP



SUBMIT APPLICATION

Resume + Cover Letter



SCREENING



FIRST INTERVIEW

HR + Hiring Manager



SECOND INTERVIEW

Principal and Senior Leadership Team



REFERENCES & BACKGROUND CHECKS

Contacting former employers, police clearance checks



JOB OFFER

NOTES:

For certain positions, **there may be additional stages** to the recruitment process, as well as **set tasks** to help us better assess candidates' suitability and qualifications.

EMPOWERUS FRAMEWORK

Our EmpowerUs framework sets clear, inspiring behavioural expectations across every level: from Support Staff to Executive Leaders. It helps every colleague focus on personal development, strengthen their impact, and move us all closer to our vision: better outcomes for our students.

We are looking for candidate employees who not only bring talent and passion, but who also align with our behavioural framework - those who are ready to grow with us, contribute with purpose, and help shape a better future.





COLLABORATE WITH EMPATHY

You are a team player who shares your knowledge to help colleagues and students learn and grow.
You understand the culture, background and needs of others so everybody feels welcomed, included and accepted
You are self-aware — conscious of your impact on people and situations and adapt your behaviour so that you work collaboratively with others.



COMMUNICATE WITH IMPACT

You communicate openly, with transparency and kindness.
You influence and encourage people to share their ideas. You make every effort to always understand your audiences to build trust and make a positive impact on students' lives.



DRIVE GROWTH

You are entrepreneurial and think strategically. You challenge yourself and others to deliver outstanding commercial performance, which leads to growth and exceptional student experiences.



MAKE CONSIDERED DECISIONS

Your decisions are made with the best interests of students, school communities, and the wider organisation in mind.
You act with integrity using technology when you can, to generate data and insights that support your decisions.



EMBRACE CHANGE

You are effective at working in changing environments and embracing change, which helps us to improve our schools. You can deal with ambiguity because you are adaptable and motivated to fulfil your responsibilities.



DEVELOPMENT OPPORTUNITIES

EARLY CAREERS

If you are in the final years of university or have recently graduated, we offer structured pathways to launch your career. Our early career opportunities are tailored for aspiring professionals ready to specialise in either teaching or administrative roles.

NORD ANGLIA UNIVERSITY

As part of the Nord Anglia Education family, you will have access to a global network of educators, world-class training resources through Nord Anglia University, and collaborative opportunities with schools around the world.

GROWTH OPPORTUNITIES ACROSS DIFFERENT ROLES

Opportunities to take on additional responsibilities across the school allow employees to broaden their skills, embrace new challenges, and increase their income.

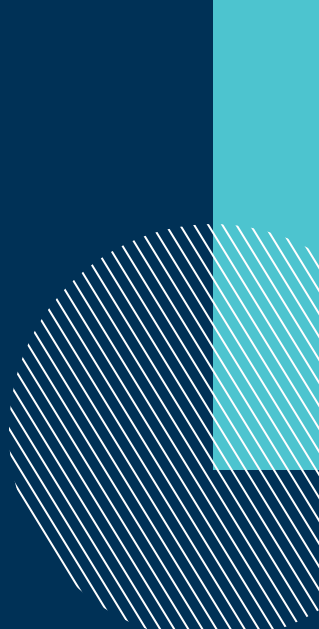
GROW OUR OWN POLICY

At The International School of Moscow, we are committed to “growing our own” talent. Every employee has the opportunity to develop their career both internally and across the Nord Anglia Group.

INNOVATIVE WORKPLACE TECHNOLOGY

We equip staff with cutting-edge technology to foster innovation and productivity. Office-based administrative employees receive personal laptops, and all employees have access to shared computers and office equipment in the workroom.

BENEFITS & PERKS



1

ENGLISH SPEAKING COMMUNITY

Our school thrives on its diverse international community, where collaboration and cultural exchange create a vibrant workplace, with English as the language of communication between all staff.



2

CONVENIENT COMMUTING

Enjoy free parking on-site and school bus services from / to the nearest metro station to make your daily journey easier. During warmer months, take advantage of our secure bicycle parking to cycle to work.



3

HEALTHY & TASTY MEALS

Complimentary lunches are provided daily to help keep you refreshed, energised, and focused throughout the workday. Our meals are thoughtfully prepared to offer a variety of nutritious and delicious options, catering to different dietary needs and preferences.



4

EMPLOYEE ASSISTANCE PROGRAMME

Our employee wellbeing programme is available to all staff. It is designed to support employees in managing both personal and professional challenges. The programme includes online counselling and guidance on mental health, as well as financial, legal, and family matters. It is delivered by professional consultants and is available at any time, free of charge, and completely confidential.



5

MATERNITY SUPPORT

Maternity support is available to all employees. It provides financial assistance and ensures job protection during childbirth and maternity leave.



6

STAFF COMMITTEES AND EVENTS

We provide a broad range of opportunities for staff to get involved beyond their day-to-day roles. These include participation in staff-led committees including the Staff Engagement Committee and AI Committee, which play a key role in shaping initiatives and fostering collaboration across departments. In addition, we organise various events for all employees throughout the year designed to connect, engage, and celebrate our staff community.



To find out more about The International School of Moscow, we invite you to visit our website:

www.internationalschool.ru

Follow us on social media:



'One student, one teacher, one book
and one pen can change the world!'

Chris Charlton
Principal

